

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

March 24, 2008

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

**Re: Bargaining Unit 19 (Health and Social Services Professionals)—AFSCME
Proposed Pay Differential to be Included in Subsequent MOU—Fiscal over
\$250,000**

**Bargaining Unit 7 (Peace Officers)—CSLEA
Addendum to Memorandum of Understanding—Fiscal under \$250,000**

Bargaining Unit 19: Pharmaceutical Consultant I in Department of Health Care Services

On March 18, 2008, DPA noticed Bargaining Union 19 that it intends to extend a \$1500/month Recruitment and Retention pay differential to Pharmaceutical Consultants employed in the Department of Health Care Services (DHCS). The union subsequently waived its bargaining rights and accepted the pay differential on March 21, 2008. This pay differential will be incorporated into a subsequent memorandum of understanding. While this compensation change has not been formalized in a negotiated agreement, it is hereby submitted for your consideration and recommendation.

Pharmaceutical Consultants are licensed pharmacists with a minimum of one year of experience in clinical or community pharmacology. DHCS has documented a nationwide shortage of licensed pharmacists, difficulty in filling positions, and employees leaving for higher paid positions in state and private employment. The \$1500/month pay differential is consistent with pay differentials paid for pharmacists in the Departments of Veterans Affairs, Developmental Services, and Mental Health. The pay differential will be retroactive to July 1, 2007.

DHCS has worked with the Department of Finance to determine that it may redirect existing funds in its 2007-2008 budget for this pay differential.

Bargaining Unit 7: K-9 Units in the Department of Fish and Game

On February 29, 2008, DPA and Bargaining Unit 7 formalized an addendum to Bargaining Unit 7's MOU to provide a \$189/month Canine Differential to the Fish and Game Wardens employed at the Department of Fish and Game (DFG). This provision

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BU 19 & BU 7
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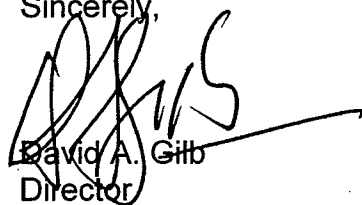
requires an amendment to the existing contract and will expire along with the existing contract on June 30, 2008.

Currently, there are 7 graduates of DFG's K-9 academy. DFG anticipates that there will eventually be 24 trained canines and handlers. DFG has verified with the Department of Finance that it may redirect funds already approved in its 2007-2008 budget for this pay differential.

The federal Department of Labor has consistently held that when the norm is for the handler to kennel and care for the dog at the handler's home, the time spent doing so is compensable. A number of court cases support this ruling.

If you have any questions, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,



David A. Gilb
Director

Attachments

cc: Members
Joint Legislative Budget Committee

Elizabeth Hill, Legislative Analyst
LAO

Jason Dickerson, Consultant
Office of the Legislative Analyst

Jody Martin, Principal Consultant
Joint Legislative Budget Committee

Diana Ducay, Program Budget Manager
Department of Finance

Bob Franzoia, Staff Director
Senate Appropriations Com.

Maureen Ortiz, Consultant
Senate Appropriations Com.

Geoff Long, Chief Consultant
Assembly Appropriations Com.

Brad Williams, Consultant
Assembly Appropriations Com.

Suzanne Sutton, Consultant
Senate Republican Caucus

Michael Prosio, Deputy Legislative Secretary
Governor Schwarzenegger

Terry Mast, Chief Consultant
Assembly Republican Caucus

Dianne Cummins, Chief Fiscal Policy Advisor
Office of the Pro Tem

David Felderstein, Consultant
Senate PE&R Committee

Charles Wright, Chief Consultant
Office of the Pro Tem

Karon Green, Chief Consultant
Assembly PERS&S Committee

Craig Cornet, Budget Director
Office of the Speaker

Alene Shimazu, Fiscal Manager
Office of Financial Management
DPA

Greg Campbell, Chief Consultant
Office of the Speaker

Jacquelyn Cervantes, LRO
DPA

Seren Taylor, Staff Director
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Patrick Gage, LRO
DPA

Chantele Denny, Consultant
Senate Republican Fiscal Office

Adam Dondro, Staff Director
Assembly Budget Committee

Peter Schaafsma, Staff Director
Assembly Republican Fiscal

Kristine Rodriguez, LRO
DPA

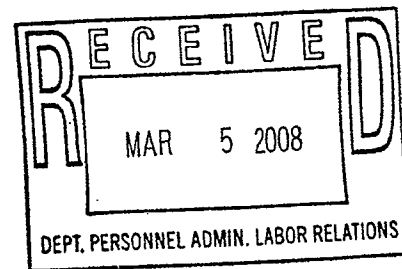
Anthony Archie, Consultant
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director
Senate Budget Committee

Brian Annis, Consultant
Senate Budget Committee

DEPARTMENT OF PERSONNEL ADMINISTRATION**LABOR RELATIONS DIVISION**

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



February 28, 2008

Mr. Kasey Christopher Clark
General Manager/Chief Counsel
California Statewide Law Enforcement Assn.
2029 H Street
Sacramento, CA 95814

RE: Department of Fish and Game
Canine Differential


Dear Mr. Clark:

This letter is to inform you that the DPA has authorized extending the existing Canine Differential of \$189 a month to the Fish and Game Warden classification at the Department of Fish and Game (DFG). This differential is effective with the March 2008 pay period.

The addition of the Warden classification to this pay differential requires an amendment to Section 19.13, Differential-Canine, Department of Parks and Recreation. The addition of the Warden classification is for the economic purposes only and will expire with the expiration of the current MOU.

Please contact me no later than March 10, 2008, in order to schedule a meeting to discuss implementation of this pay differential.

Sincerely,


Kristine Rodrigues
Labor Relations Officer

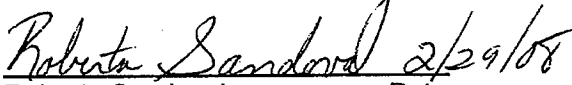
cc: Roberta Sandoval, DFG Labor Relations Manager

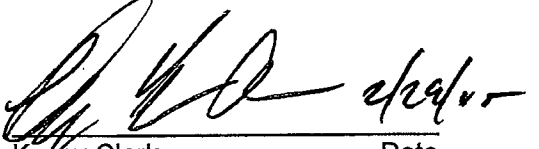
This agreement is an addendum to the current Bargaining Unit 7 MOU and expires with the MOU on June 30, 2008.

Article 19 – Compensation

Section 19.13, Differential-Canine, Department of Parks and Recreation

This section also applies to those Department of Fish and Game Wardens assigned by management to Canine duty.


Roberta Sandoval Date
Labor Relations Manager
DFG


Kasey Clark Date
General Manager/Chief Counsel
California Statewide Law Enforcement Assn.


Kristine Rodrigues Date
Labor Relations Officer
DPA